

Vincent J. Natoli, Jr., DBA

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EXPERIENCE

6/00 to present	President, Organizational Assessment, Inc.
6/84 to present	Owner, Vincent J. Natoli, Jr.
1977-2004	Adjunct Professor of Management, various colleges and universities on a sporadic basis
1976-1982	Progressively responsible personnel management positions with major corporations dealing with union and non-union employees and the full range of employment issues.

EDUCATIONAL BACKGROUND

D.B.A., Human Resource Management
Doctoral Dissertation: *Authoritarianism as a Correlate of Retaliation Against Whistle-Blowers* (developed the *Theory of Employee Survival*®; *OrgPersona*, the organizational personality inventory, which measures employer authoritarianism, employer punitiveness, employee participation & organizational socialization; strategies for reducing retaliation against whistle-blowers; and discovered the management authoritarianism response bias)
M.B.A., Industrial Relations & Finance
B.S., Operations Research engineering

PUBLICATIONS

What is Your Organization's Personality?, *Public Management*, March, 2002, v. 84, n. 2, pp. 12-14 (and other trade publications)
Theory of Employee Survival, *Performance Improvement Quarterly*, 2004, v. 17, n. 4, pp. 80-94.

ARBITRATION PANELS

Montana Board of Personnel Appeals
5 securities industry panels dealing with employment issues including compensation and discipline, as well as customer disputes

CURRENT FEES

Per Diem Rate:	\$800 per day for hearing, travel or writing time
Cancellation, etc. fees:	one-half-day's fee per scheduled day if 1 week or more notice, one-day's fee if less than 1 week notice; last day rounded-up to a whole day
Expenses:	usual & necessary expenses for lodging, meals transportation, typing, postage, copying, telephone, etc.